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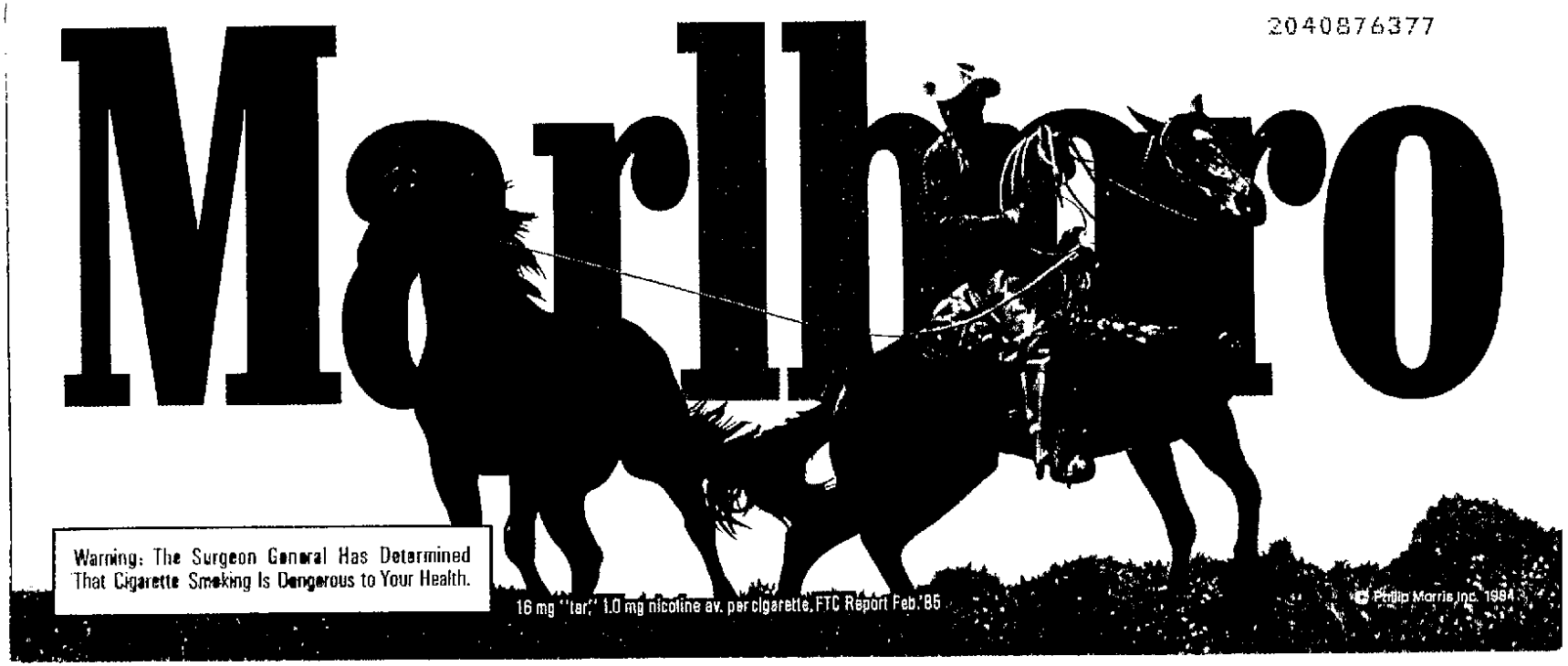

Source: https://www.industrydocuments.ucsf.edu/docs/grwm0004